

Harm Reduction and Innovation Lead

JOB DESCRIPTION

Job Purpose

The Harm Reduction and Innovation Lead provides strategic leadership for harm reduction practice and service innovation across BDP's services.

The postholder will:

- Champion effective, trauma-informed and rights-affirming approaches to reducing alcohol- and drug-related harm;
- Lead the development and testing of innovative service models; and
- Support teams to embed high-quality harm reduction practice across all pathways.

The role ensures BDP remains responsive to emerging trends, population need and best practice at local and national levels.

Key Responsibilities

Harm Reduction Leadership

- Act as BDP's organisational lead on harm reduction approaches.
- Promote evidence-based, inclusive and non-judgemental approaches to alcohol and drug use.
- Translate national and international harm reduction evidence into practical service models.
- Provide expert advice to senior leaders, commissioners and partners on alcohol- and drug-related harm.

Innovation and Service Development

- Lead the identification, design and piloting of innovative harm reduction interventions.
- Lead and support the implementation of new services as appropriate.
- Respond proactively to emerging trends including polydrug use, alcohol-related harm, changes in drug supply and novel substances.
- Work with people who use drugs and alcohol to co-design and test new approaches.
- Support funding bids, pilots and evaluation linked to innovation activity.



Quality, Impact and Improvement

- Ensure harm reduction approaches are embedded consistently across BDP services.
- Oversee a programme of harm reduction training.
- Support teams to evidence quality, outcomes and impact, including reductions in risk and inequality.
- Use data, insight and feedback to inform continuous service improvement.
- Contribute to organisational learning, reviews and development activity.

Workforce and Internal Influence

- Act as an internal specialist resource on alcohol and drug harm reduction.
- Support workforce development through training, guidance and reflective practice.
- Champion trauma-informed, anti-stigma and strengths-based approaches across BDP.

Partnership and System Leadership

- Represent BDP in local, regional and national alcohol and drug harm reduction forums.
- Build and maintain effective relationships with statutory, voluntary and peer-led partners.
- Contribute to whole-system responses to alcohol- and drug-related harm.

Management and Service Delivery

- Will line manage workers across different geographical areas.
- Support the growth, governance and future of BDP as a key member of the Senior Leadership Team.



HARM REDUCTION AND INNOVATION LEAD

PERSON SPECIFICATION:

The person appointed to this post will be able to demonstrate that they have acquired (or where appropriate have the potential to develop) the following:

Essential Criteria

Experience

- Significant experience in alcohol and/or drug services or a closely related field.
- Demonstrable expertise in harm reduction practice.
- Experience of leading service development, innovation or change.
- Experience of partnership working across sectors.

Knowledge and Skills

- Strong understanding of alcohol- and drug-related harms and risk reduction.
- Ability to apply research, evidence and policy to frontline practice.
- Excellent communication and influencing skills.
- Strong analytical, problem-solving and systems-thinking ability.
- Commitment to co-production and lived-experience involvement.

Values and Approach

- Clear commitment to harm reduction, social justice and public health.
- Alignment with BDP values of compassion, inclusion and respect.
- Trauma-informed, anti-discriminatory approach.
- Ability to work autonomously and collaboratively.

General

- A full UK driving licence and access to independent transport to fulfil the role requirements.



Independence from
drugs and alcohol

Desirable Criteria

- Experience of influencing policy or strategy.
- Experience supporting funding bids or innovation pilots.
- Experience of evaluation or research.
- Lived experience of alcohol or drug use, or close working with peer-led initiatives.

Note: This role will require travel for conferences, implementations, festivals and other opportunities.